# *Attrition Management*

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# Objectives

- **Responsibilities**
- **The Attrition Reduction and Management (ARM) Program**
- **The Commander's Attrition Reduction and Rehabilitation (CARR) Program**

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# Responsibilities

- Office of the Deputy Chief of Staff G-1 (DMPP)
- HRC (RMD)
- MACOM and Subordinate Army Commanders
- Battalion Commander and CSM
- Company Commander and 1SG

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# *The Attrition Reduction and Management (ARM) Program*

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# Phases of the ARM Program

- **Prevention**
- **Identification**
- **Rehabilitation**

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# *Prevention*

- **Integrating**
- **Mentoring**
- **Counseling**

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# *Identification*

- **Untrainable Soldiers**
- **Unsuitable Soldiers**
- **“At Risk” Soldiers**

# Attrition Indicators

- **Late to Formations**
- **AWOL**
- **Loss of Clothing / Equipment**
- **Substandard Personal Appearance**
- **Substandard Personal Hygiene**
- **Failure to Pay Debts or Late Payments**
- **Article 15**

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# Attrition Indicators (Cont.)

- **Frequent Traffic Violations**
- **Abuses Sick Call**
- **Late Returning From Leave or Pass**
- **Cannot Follow Orders / Recalcitrant**
- **Cannot Train for a Job / Apathetic**
- **Cannot Adapt to Military Life**

# Attrition Indicators (Cont.)

- **Failure to Manage Personal Affairs**
- **Causes Trouble off the Installation**
- **Involved in Immoral Acts**
- **Personal Behavior Brings Discredit Upon His Unit or the Army**
- **Failure to Qualify With Weapon**

# Attrition Indicators (Cont.)

- **Failure to Pass the APFT**
- **Loss of Qualification in PMOS When HRC Will Not Reclassify**
- **Noncompetitive for Promotion**
  - ✔ **Slow Progression / No Potential**
  - ✔ **Declines NCOES**
  - ✔ **Not Recommended for Promotion**

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# *Rehabilitation*

- **Corrective Training**
- **Counseling**
- **Enrollment in the CARR Program**

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# *Commander's Attrition Reduction and Rehabilitation Program (CARR)*

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# *Guidelines For Use*

- **Not intended for SSG(P) and above**
- **Not Initiated While Pending Separation**
- **Not Initiated Solely Because a Soldier Refuses to Reenlist**
- **Not Used Instead of Court Martial , UCMJ or  Administrative Action**

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# Guidelines For Use (Cont)

- **Disciplinary Action Does Not Preclude Enrollment**
- **Type of Discharge Does Prevent Enrollment**
- **Serving Honorably for a Period of Time Does not Prohibit Enrollment**

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# *Procedures*

- **Less Than 90 Days Upon Arrival**
- **Based on Specific Incidents**
- **Without Regard to ETS**
- **Company Level Commander Must Enroll**

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# *Review, Removal and Separation*

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# Objectives

- **Responsibilities**
- **The Attrition Reduction and Management (ARM) Program**
- **The Commander's Attrition Reduction and Rehabilitation (CARR) Program**

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